should govern appointments and promotions, to be determined by competitive examinations, and in which outside influence should not be permitted to be present. As originally provided, the law was of an advanced type. Even so, from time to time it has been extended in scope until it includes all the bureaus of the central government, a large part of the offices of the provincial governments, and municipal treasurers.

The Constitution sanctions a Civil Service embracing all branches and subdivisions of the Government. The Constitution prohibits officers and employees in the Civil Service from engaging in partisan political activities and from receiving additional or double compensation unless specifically authorized by law.

Civil Service employees are allowed vacation leave and accrued leave. Retirement privileges have been provided for officers and employees under general laws and forced temporary measures. Pensions have been authorized for the teachers in the Bureau of Education, the personnel of the Bureau of Health, and the officers and men of the Philippine Constabulary. Unfortunately, these pension systems were authorized without the help of technical advice by actuaries, and so are in imminent danger of going bankrupt.

From the beginning of American occupation, it has been the consistent policy to give all positions in the Government to Filipinos whenever there were competent persons to fill them. The result has been a steady *Filipinization* of the service. In 1935, when the Commonwealth of the Philippines

was established, there was a total of 21,000 regular employees in the civil service, and all but about 300 of them were Filipinos. The few Americans then remaining were mostly teachers.

When I entered the government service I was required to take the first-grade civil service examination, which I narrowly passed. Thereafter I was employed in the civil service as a temporary clerk, a permanent clerk, and so on. My ex-